

President's Commission on Diversity
March 8, 2010 Minutes
2:00 p.m. – 4:00 p.m.

Members Present: Jhon Valencia, Laura Griep, Julie Moore, Marycarmen Nunez, Josh Gerstman, Anh Ly, Lesley Hogan, Phil Smith, Tina Christian, Joanne Martin, Carlos Adams, Deb Casey, Bryce Hughes, Kelly Blackwood, Brad Johnson, Cassius Butcher, Rich Rutkowski, April Jensen, Shirley Quenga

Members Absent: Marco Becerra-Nunez, Paula Burns, Joe Huang, Consuelo Norris, Alexandra Davis, Fia Eliasson-Creek, Erik Tingelstad, Bill Belden, Diana Holz, Krista Fox, Fred Mendoza, Tim Malroy, Cyndi Rapier

Guests: Beth Gatzke, Devon Klein

Welcome

Deb & Carlos welcomed everyone to the meeting. Since Rich is on his way back from Olympia and may be a bit late for his presentation, Deb moved on to the next item on the agenda until Rich's arrival.

Deb welcomed guest, Devon Klein, Counselor and Beth Gatzke, Development Specialist, Foundation/Development Office.

Accreditation Update

Bryce Hughes, classified staff member and member of the Accreditation Steering Committee, passed out a draft of the 2011 and 2012 Self-Study Report Outline and gave a brief overview. The Accreditation review cycle, a 10 year cycle, is now a seven year accreditation cycle of the Northwest Commission on Colleges and Universities. The draft illustrated what the next 3 years would look like. The committee is the process of reaffirming the college's mission and goals. The Steering Committee has identified the four core themes. A core theme is a fundamental aspect of the college's mission with specific objectives that guide planning, development and assessment.

Standard One – Mission, Core Themes & Expectations

- Core Theme 1: Transfer Education
- Core Theme 2: Prof/Tech Education
- Core Theme 3: Basic Skills & Developmental Ed
- Core Theme 4: Community Education

Standard Two – Resources and Capacity

Standard Three – Planning and Implementation

Standard Four – Effectiveness and Improvement

Standard Five – Mission Fulfillment, Sustainability and Adaptation

As part of the accreditation process, the College will examine all activities & resources related to each theme, including: student services, business affairs, information technology, international programs, human resources, resource development, public information, extended learning & economic development.

Any feedback regarding the Core Themes should be submitted to Rebecca Rhodes, Fia Eliasson-Creek or April Jensen. More updates to follow as the committee continues on with the accreditation process.

Scholarship Presentation

Beth Gatzke gave a brief presentation on scholarship stating that we have over 150 scholarships. Application and information can be obtained at www.greenriver.edu/foundation_scholarships and are available at the Kent and Enumclaw Campus as well as the Financial Aid Office. All application materials are due in the GRCC Financial Aid Office no later than 4:00 p.m. on April 30, 2010. They are accepting applications for next fall, 2010-2011. It ranges anywhere from \$500-\$3,000 each.

GRCC Foundation Scholarships are divided into four categories - program based, merit based, need based (some reserved for single parents), and transfer scholarships.

Josh asked that we provide time to give assistance to students filling out applications. Deb stated that it is important that we are committed and asked that we spread the word and support the initiative of our sub-committee.

Jhon and Laura shared the fun run/walk fundraiser last week with over 30 people in attendance. Some folks who couldn't make it sent funds. It was a great turn out.

Update on *The Current* Article

Deb gave an overview of the article in *The Current* that got a lot of people feeling threatened on campus and would like to open it up for questions if any. Three weeks ago an article came out, chain of emails read /had some concerns. On Monday, MEC met with John Knowlton and his editorial board to express their concerns. There was a dialogue with students on Tuesday with questions and answers, people feeling threatened and concerned about what's going to happen on campus. On Wednesday, approximately 75 people met in the Rainier Room to hear concerns over the Satire article and at least 30 people were turned away because of room capacity. On Friday, April Jensen facilitated a meeting to voice some concerns, fear, threat, and how to respond and not have this occur again.

John Ramsey, April Jensen, Lesley Hogan and Deb Casey met with John Knowlton to discuss concerns/responses to what's going on. On Thursday, they had another discussion with student government on whether or not to continue to fund *The Current*. At the Board of Trustees meeting, Mae Cubing, ASGRCC President, shared what came forward from senate and apologies from the editors were published in *The Current* two Fridays ago. *The Current* had an open house with Q&A and tried to interact with everyone.

John Knowlton sent out an email of "lessons learned" last week from this experience. He wanted the college community to know that their concerns about the satire piece in *The Current* were heard and taken very seriously. He shared a list of some of the actions they are taking to address those concerns and to improve the student newspaper. They are as follows:

- Work with the editor to establish editorial teams that will be responsible for covering the various topics of college life, including diversity services.
- Establish a prerequisite for taking the newspaper-lab class. The prerequisite will be the satisfactory completion of one of three courses or the instructor's permission. It will go into effect next fall, assuming the curriculum change receives approval from FCRC and the administration.
- Require all editors attend the same summer diversity training session as members of student government, CAP and other student leaders, in which John Knowlton will attend as well.
- Meet regularly with each section editor to provide additional oversight and direction.
- Invite academic experts into the classroom to discuss issues such as hate speech, bias, satire, freedom of speech, etc.
- *The Current* will be relocated closer to student programs and the student government. The closer physically they can be to other student programs and student leaders, the better connected/more informed they'll be about their operations. Once the new student services center is built, both the print/online and broadcast units of the Journalism Department will be located near student programs/student government.

Christie Gilliland and Deb will be working with John Knowlton, meeting outcomes, of what the newspaper will be. Student support - One Book Program, going through the budget process, will talk with Katy Dichter, moving forward, and continue the dialogue.

Marycarmen commented that this is an opportunity to start a dialogue, open up so many doors, acquires so much support. Natural Resources had given so much support. These are steps for people to make a change and would like to see this continue. Let's not be part of the problem, but be part of the solution.

Rich commented on the importance of voice, hear variety of venues, and take action, administrative action taken, administrative responsibility, objectives, goals and measurements. He is pleased with the approach, held the forum, values of the Board/College, meeting with John Knowlton, and changes to be appropriate and to be sustainable about it. In the end, positive has occurred.

Carlos asked what's planned for Community Outreach, and are we reaching out to other resources for support. Jhon and Deb will be visiting Bellevue Community College's LBGQT Centers, collaboration amongst the different campuses on Friday. Deb stated that we need to start building some connections, look into community resources and welcomed anyone who wants to look into that.

Devon stated that this is an ongoing issue. Counseling Services was there for students that were impacted. Jhon questioned the importance of voice, what kind of voice; reflect to what extend without repercussion. Phil asked what our current environment is like and is it inviting. Carlos asked that we create an atmosphere, create mutual respect and have a respectful dialogue. Bryce believes Phil is trying to address voices in the paper, be more represented.

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Rich's Presentation and Reflections

Rich gave thanks to Deb and Carlos. Rich would like to reflect on the principles of the Commission on Diversity, give perspectives where we are, particularly the goals of the Trustees, touch council aspect, data, articles ultimately shared, and questions we all may have.

Rich shared the Monitoring Report of October 15, 2009 that was presented to the Board of Trustees, engaging in making progress, working together and making things happen and gave a brief overview.

The Monitoring Report covered the following items:

- Institutional Goal
- Diversity Framework and Student Achievement Initiative
- Outcomes Model
- Role of the President's Commission on Diversity
- College Goal: Success of Under-represented Students/Core Indicators
- Percent of Students Enrolled Fall 2009 by Race/Ethnicity
- Percent of Degree-Seeking Freshmen who are Students of Color
- First-Year Retention Rates of Degree-Seeking Freshmen (fall 2006-fall 2009)
- Three-Year Graduation Rates of Degree-Seeking Freshmen
- Faculty and Staff of Color (fall 2006-fall 2008)
- Under-Represented Students' Enrollment, Retention and Instructional Initiatives

Rich asked that we look at the LEAP (Latino/a Education Achievement Project) website of 2006-2007 and asked that we look at the demographic trends and WASL scores for Washington State public school district <http://www.leapwa.org/test/assets/docs/datas/2006-07%20Demographics%20&%20WASL.ppt>. The data reflects our memory of our Commission.

Someone asked about the framework of the President's Commission and stated that everybody's diverse. What are we defining as diversity on this campus? April responded that we need to go back to the Student Achievement and Success, helping students achieve and not trying to figure out what group they belong. We need to look at the action steps. We have 9 items, narrowed down to 5.

Celebrations and Recognition of Student, Staff or Faculty Diversity Experiences, Initiatives, Events

- The Teaching and Learning Center Spring 2010 Schedule were distributed
April 29th - Realizing the Vision: Where We Are and Where We Are Going facilitated by Carlos Adams and Deb Casey, 1-2pm TC-208.

Deb asked that we share and encourage the student leaders to attend. Brad commented that perhaps the students can address how we can be a welcoming environment.

Upcoming Events and Workshop

- Power of One Conference: April 2-4, 2010

Review and Updates from Sub-Committees

Deb asked that we continue to work with our subcommittees.

Next Steps

Next Meeting: April 12, 2010, 2-4pm, AD Boardroom